

281—91.2(294A) General purpose. The goal of phase III is to enhance the quality, effectiveness, and performance of Iowa's teachers by promoting teacher excellence and comprehensive school transformation. This shall be accomplished through the development of performance-based pay plans, comprehensive school transformation pay plans and supplemental pay plans for additional instructional work assignments, which assignments may include specialized training or differential training, or both.

It is the stated intent of the law and this chapter that comprehensive school transformation pay plan activities shall focus on the improvement of student achievement and the attainment of student achievement goals under Iowa Code sections 280.12 and 280.18.

Further, it is the intent of phase III that real and fundamental change in the educational system must emerge from the school site if the education system is to remain relevant and that plans funded in this program must demonstrate that they are an integral part of a comprehensive district or area education agency effort at meeting identified district or agency goals or needs.

It is the intent of this chapter that no plan submitted shall propose or include pay plans which supplant existing programs or expenditures whether operated on a regular or voluntary basis.

Further, it is the intent of this chapter that phase III moneys received by school districts and area education agencies shall not be used to pay a teacher for performance of additional noninstructional duties or for supervising students.